

University of Rochester Medical Center

Human Factor-Based Leadership For Faculty and Clinician Wellness Certificate Program

*Co-Sponsored by URSMD Office for Faculty Development and
URMC Medical Faculty and Clinician Wellness Program*

Starts November 15, 2019

Eight monthly seminars

Fridays, 11:30 AM - 1 PM

Save the Dates

November 15 and December 13, 2019

January 10, February 7, March 6, April 3, May 8, and June 12 2020

Background

Stress is increasing rapidly in all forms of work in society. Burnout in clinicians has increased nearly 9% in 3 years. A recent URMC survey indicated that burnout increases with an increase of clinical FTE. Human adaptation to these changes is now outpaced by the rapid change of technological platforms. Achieving joy in clinical practice is more critical in improving the healthcare system than was previously thought. Although the most sustaining factor that keeps clinicians going is the care of their patients, gaps exist in specific leadership skills and the level of resources needed to help clinicians meet the challenges and expectations of a rapidly changing healthcare environment. Being aware of and learning how to mitigate these external and internal stressors is now a high priority, due to known effects on individual clinicians, sustainability of practice, retention, patient quality of care and costs, and the patient experience.

Participants

This program is designed for healthcare leaders and Department/Division Wellness Representatives.

Program Objectives

By the end of this program, the learner will be able to:

1. Apply examples of physical neurocognitive and organizational ergonomics in leadership
2. Reduce three organizational factors at the “blunt end” of patient care that can contribute downstream to active errors at the clinician and patient interface (“sharp end” of patient care).
3. Begin to implement organizational interventions in their department, division, or unit to improve joy in the delivery of healthcare, establish more autonomy promoting environments, and apply methods of participatory management.

Program Components

The HFBL certificate program is multi-faceted program that includes:

- Monthly seminars (November 2019 – June, 2020), Fridays, 11:30AM-1PM
- Presentations by a diverse faculty with facilitated group discussion and active problem solving.
- Independent learning and reflective practice
- Real-life application through an individual or group wellness project that addresses a need at the unit/ division/departmental/ institutional level.
- Engagement in a professional learning community of leaders committed to advancing wellness, improving joy at work, and reducing burnout.

Individual Sessions (taught by multiple faculty).

- *Institute for Healthcare Improvement (IHI) Framework of Improving Joy in Work*
- *Human factor Relevance in Leadership*
- *Biopsychosocial Approach to Wellness*

- *Human Factor Based Leadership Examples and Applications*
- *Self-Determination Theory and Work-Related Outcomes*
- *Leading Change in Wellness: Applying Best Practices for Organizational Change and Participatory Management*
- *Quadruple Aim and Practical Tools to Lead Your Team to Wellness*
- *Wellness Project Presentations by HFBL participants*

Course Directors

Michael R. Privitera, MD, Medical Director, Medical Faculty and Clinician Wellness Program, Professor of Psychiatry

Janine R. Shapiro, MD, Associate Dean for Faculty Development, Medical Director for Continuing Medical Education, Professor of Anesthesiology and Perioperative Medicine

Certificate

- A Certificate of Participation will be issued to all participants in the program, as determined by attendance at least at five of the eight seminars.
- A Certificate of Completion will be issued to all participants who also develop and implement an individual or group wellness project (at the unit, departmental, or institutional levels), with either a poster presentation of the wellness project at the Annual Faculty Development Colloquium in the Health Professions on June 3, 2020, and/or an oral presentation of the wellness project at the last HFBL seminar on June 12, 2020.

Credits

This course is eligible for up to a total of 12 continuing education credits and is a qualifying activity for the 2020 and 2021 Malpractice Reduction Program.

For more information

Please contact course directors.

To register for this program, please use the following link:

<https://redcap.urmc.rochester.edu/redcap/surveys/?s=EJCM3WNR4X>

or scan QR Code



Registration Deadline: **November 1, 2019**

Space is limited